

## Original Article

### The Welfare Schemes of the employees: A wonderful solution for the Industrial disputes

Dr. Prashant M. Puranik

(Assistant Professor) Gurukul Arts, Commerce & Science College, Nanda  
Tal. Korpana, Distt. Chandrapur

Manuscript ID:  
BN-2025-020835

ISSN: 3065-7865

Volume 2

Issue 8

August 2025

Pp170-173

Submitted: 17 July 2025

Revised: 26 July 2025

Accepted: 15 Aug 2025

Published: 31 Aug 2025

DOI:  
[10.5281/zenodo.17191932](https://doi.org/10.5281/zenodo.17191932)  
DOI link:  
<https://doi.org/10.5281/zenodo.17191932>



Quick Response Code:



Website: <https://bnir.us>



#### Abstract

*Manpower is the most important source of production. No one can just think to start the production process without manpower. For the administrative work also, the manpower is must required. Though it is the fact that most of the production is made by the help of machineries only, but to operate them the skilled manpower is required. As this is the most important tool of production, every entrepreneur should give many benefits to them. Welfare facilities of the employees must be provided by the entrepreneur in the organization era. These welfare facilities motivate the employees in such a manner that, the most of the objectives of the organization should be completed, the cost of production should be declined and the quality of the production should be improved. Regular payments, increments and bonus, Pay in Leaves, medical leaves, lodging and boarding facilities, cheap grocery shops co-operative societies and shopping malls, healthy working conditions, providing them the rest rooms, promotion facilities, clean toilets and washrooms, rest rooms for the employees, loan facilities in minimum rate of interests etc. are some of the welfare facilities which has to give by the entrepreneurs. For the successful organization manpower is the most important aspect. So it is necessary to make them happy by giving them all type of security in working. It creates faith of the employees on the organization in which they are working. It is a tool to develop the co-ordination between top management and their subordinates which helps to solve the industrial conflicts and to create the industrial peace in the organization. That's why it is necessary to know the more importance of welfare facilities.*

**Keywords:** rewards, adequate, amenities, recreational, co-ordination

#### Introduction

Welfare facility is the main key ingredient of the successful organization. As it develops the morale of the employees by making it at high level, entrepreneur has to give various welfare facilities in their organization. It develops their strength of working. Strikes and lockouts are two main weapons of industrial disputes due to which total industrial peace vanishes. Welfare facilities aim to fulfill the basic needs of the employees by providing them full security by making them permanent in the job. Today Indian industrialization is continuously increasing. There is a immense competition is going on in the different industries. Every entrepreneur is trying to give his best by improving the standardized and quality production, by making various new changes in the production process, by doing regular marketing research, by motivating the employee by offering them monetary and non-monetary rewards and by offering them all the welfare facilities so that they should know their responsibility and they should complete their work with full fledge and in particular time.

To make employees assured about the security of job in the organization in which they are working, to provide them healthy working atmosphere and to avoid negligence in providing them the major welfare facilities by which they can improve their capacity of working, the factory act was established in 1948.

#### Creative Commons (CC BY-NC-SA 4.0)

*This is an open access journal, and articles are distributed under the terms of the Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International Public License, which allows others to remix, tweak, and build upon the work noncommercially, as long as appropriate credit is given and the new creations are licensed under the identical terms.*

#### Address for correspondence:

Dr. Prashant M. Puranik, (Assistant Professor) Gurukul Arts, Commerce & Science College, Nanda Tal. Korpana, Distt. Chandrapur

Email: [prashantpuranik1970@gmail.com](mailto:prashantpuranik1970@gmail.com)

#### How to cite this article:

Puranik, P. M. (2025). *The Welfare Schemes of the employees: A wonderful solution for the Industrial disputes*. Bulletin of Nexus, 2(8), 170-173. <https://doi.org/10.5281/zenodo.17191932>

Those factories where more than 150 workers are working must provide the shelter and the separate rest rooms for ladies workers and gents' workers along with the canteens. Adequate facilities for washing shall be provided, adequate ventilation, cleanliness, waste disposal, lighting and pure drinking water etc. are some of the examples of welfare, health and safety of the employees.

The main motto of every employee in the organization is to earn a handsome salary and to save that much money by which they can make a better future planning. To give them the good salary is one of the important welfare facilities. In such organizations where the employees are not getting the regular salary or getting the small amount of salary, in those organizations the percentage of employees who have left the organizations is much higher than the organizations that are paying the high salary. Bonus is another example of welfare facilities. The organizations in which the bonus are paid on the regular basis it may be paid on half yearly or yearly, in those organizations employees are very satisfied. It creates the good healthy faithful relations between the entrepreneur and the employees working in that organization. Over time for the employees who have worked more than duty hours is one of the important example of welfare facilities. The most of the industrial disputes are arises due to irregularity in bonus payment. The entrepreneur has to decide the way of paying bonus to the employees. It should be quarterly, half yearly or yearly. In Maharashtra state, many organizations is used to pay the bonus at the time of festival.

#### **The objectives of the research:**

The main objective of the research is to know the importance of the welfare activities in the organization.

#### **Hypothesis**

'The welfare facilities are most important function in the organization.'

#### **Research Methodology:**

The secondary sources are used for collecting the data.

#### **The benefits of Welfare facilities in the organization:**

Welfare facility is one of the important aspects of the organization success. That's why it is necessary to study its importance. Some of the important benefits of the welfare facilities in the organization is as follows:

#### **Improves quality of the production:**

Workers are one of the important aspects of the production process in the organization. So it is the responsibility of the entrepreneur to provide them maximum welfare facilities so that they can fulfill their various needs. Regular salary, increments,

bonus, over time etc. are some of the welfare facilities which are so necessary to fulfill the basic needs of the employees. It creates the good positive impact on the production process by improving the quality of the production.

#### **Reduces the cost of the production:**

According to the basic rule of the economics, when the cost of production increases the percentage of profit is decreases and when the cost of production decreases the percentage of profit is increases. When the entrepreneur gives welfare facilities to the employees, their faith on the organization is also increases. This faith maintains the discipline in their work which reduces the cost of production and ultimately increases the profit.

#### **Security in the job:**

Employees give the first priority to get security in their job. The welfare facilities offered by the entrepreneur fulfills their not only the primary needs but the secondary needs also which develops their status of living in the society. Group insurance is one of the major example in which the nominee of the employee gets the amount of sum assured from specific insurance company after the natural or accidental death. The welfare facilities include canteens, amenities, healthcare, recreational spaces etc. also creates security for the employees.

#### **Reduced stress and anxiety:**

Job security reduces stress and anxiety of the employees. Welfare facilities provide various securities to the employees so that they can improve the two way communication with their upper authorities. By this they can reduce their stress and anxiety of clearing the doubts. It helps to improve their strength of working which ultimately makes better cooperative relations with their departmental heads. It improves the high morale of the employees also which ultimately results in sustainable development of the organization.

#### **Increases organizational reputation:**

Satisfaction getting in the job is the most important aspect by which the strength as well as working capacity of the employees resists. Various welfare facilities play an important role to make it so easier. When the employees are likely to enjoy their jobs, they fulfill their given work with full enthusiasm and responsibility. It makes a good positive impact on the organization and increases organizational reputation.

#### **Increase in efficiency:**

To fulfill the primary, secondary and also the safety needs is the employees' main desire for which the entrepreneurs provide various welfare facilities to them viz; pure water, separate washrooms for the women and gents workers,

feeding rooms for the mothers and their children, sufficient light in the point of production, neat and clean rest rooms, canteens with variety of foods having sufficient calories and fibers, sporting clubs with various facilities, gymnasium, yoga rooms, swimming pools etc. These welfare facilities increase their efficiency of working.

#### **Delegating the authority:**

To give the orders and to follow the given orders are the functions which are repeated in daily routine work of the organization. As earlier said welfare facilities boost up the all over development of the employees. As it develops their efficiency, all the work should do in the systematic manner. To complete their work according to their comfort and by applying their own technique, entrepreneur delegates the authority to complete the difficult task.

#### **Good Industrial relations:**

Good industrial relation is one of the major aspects of the organizations success. There must be a mutual understanding between the top management and the employees. If these relations are good, then there is a co-ordination between them. This co-ordination maintains the good industrial relations between them and minimizes Industrial hazards which results in creating the industrial peace in that organization.

To make test of the hypothesis is the next step of this research paper.

#### **Testing of the Hypothesis:**

**In this research paper the following hypothesis was taken;**

'The welfare facilities are most important function in the organization.'

Welfare facilities cover a wide range of basic health, safety and welfare issues. Every entrepreneur is bounded to give security regarding health and safety of the workers. Pure drinking water, separate latrines and washrooms for male and female, medical facilities, canteens, recreational facilities i.e. supply of clothes, soap and oil etc., rest rooms, first aid boxes, big fans and coolers etc. The welfare facilities also include non-statutory facilities. Some of these are includes, regular health checkup, employee meetings to know about their problems and to make a perfect solution, insurance facilities, facilities of childcare for working parents, employee programs to enhance the morale etc.

There is an immense competition is going on in the various industries. To achieve the targets, to maintain the healthy industrial relations, to minimize the cost of production, to create the goodwill in the market, to maintain good discipline, to fulfill the predetermined objectives of the organization, to create the healthy working conditions, to give the security, to create the co-

ordination between top management and the employees etc. are some of the important benefits of welfare facilities in the organization. Every entrepreneur has to give these facilities to their employees and workers to stand strongly in this competitive era.

By the above information we can say that, the hypothesis taken in this research is true.

#### **Conclusion:**

The Industrial revolution and the discovery of machinery are two important aspects of today's industrial development. The competition in the industries is continuously increasing. Every entrepreneur has to take advantage of the employees' skill to fulfill the predetermined objectives of the organization. As the employees are the main source of achieving the administrative as well as the production related work, they should satisfy their safety and other needs. To satisfy these needs the entrepreneur must have to give various welfare facilities to the employees.

Today India's GDP rate in 2025-26 is 6.5%. The industrial sector contributes approximately 27 To 28% to India's GDP. Manpower is the main unique source of every industry. So to give them full security regarding their working conditions, job security, other financial benefits it is necessary that, they must get the various welfare facilities. Governing body of International Labor Organization has recommended and given the facilities of transportation to and from the work place where there are lacking of ordinary transport, rest houses and feeding facilities etc.

Employee welfare facilities related to Human Resource Development directly impact employee well being and organizational success. Range from basic amenities to various development program creates a positive work environment, boosts moral and high-performance employees. It reduces the conflict between the employer and employees. Employee welfare programs reduce absenteeism and turnover rates. When the employees feel that they are considered to be a very important part and their skills are counted at priority level to fulfill the objectives of the organization, their faith of the organization is resist that they can work with full enthusiasm and responsibility. In these way Welfare facilities given by the entrepreneur is in real sense a big investment by which all the works in the organization are completed in a very systematic and smooth manner.

#### **Acknowledgement**

I take this opportunity to express my deep sense of gratitude to all those who have contributed to the successful completion of this research paper.

First and foremost, I am sincerely thankful to my institution, Gurukul Arts, Commerce & Science

College, Nanda, for providing the necessary academic support and encouragement throughout this work.

I extend my heartfelt thanks to my colleagues, peers, and well-wishers for their valuable suggestions, guidance, and constructive feedback that enriched my research.

I am also grateful to the authors, researchers, and sources whose works have been referred to in this study. Their insights have served as an important foundation for my research.

Finally, I wish to express my special gratitude to my family members for their constant support, encouragement, and patience, which have been my strength during this journey.

#### Financial support

Nil

#### Conflicts of interest

The authors declare that there are no conflicts of interest regarding the publication of this paper.

#### References

1. [www.wikipedia.com](http://www.wikipedia.com)
2. 'kkfL=; la'kks/ku in~/krh % MkW- izdk'k nsgyhoky] lkbZukFk izdk'ku] ukxiqj
3. la'kks/ku in~/krh % MkW- izfni vkxykos] nkIx.kq izdk'ku] ukxiqj
4. [www.normlex.ilo.org>welfare-facilities-recommendations](http://www.normlex.ilo.org/welfare-facilities-recommendations)
5. <https://www.thehindu.com>RBI>MPC>meeting-highlights-continue-to-do-whatever-required-to-support>
6. <https://labourcommissioner.assam.gov.in>welfare-and-health-facilities-entitled-government-of-assam>
7. Armstrong, M. (2020). Armstrong's Handbook of Human Resource Management Practice. Kogan Page Publishers.
8. Bhatia, S. K. (2017). Human Resource Management: A Competitive Advantage. Atlantic Publishers.
9. Dessler, G. (2021). Human Resource Management. Pearson Education.
10. ILO (2019). Workplace Welfare and Social Protection: Global Report. International Labour Organization, Geneva.
11. Kothari, C. R. (2014). Research Methodology: Methods and Techniques. New Age International Publishers.
12. Mamoria, C. B., & Mamoria, S. (2019). Dynamics of Industrial Relations in India. Himalaya Publishing House.
13. Monappa, A. (2018). Industrial Relations and Labour Laws. McGraw Hill Education.
14. Ramaswamy, E. A. (2017). The Worker and the Trade Union. Allied Publishers.
15. Saini, D. S. (2022). Employee Welfare Measures and Industrial Peace in India. Indian Journal of Industrial Relations, 58(2), 212–230.
16. Singh, P. N. (2019). Employee Relations Management. Pearson India.
17. Venkata Ratnam, C. S. (2019). Industrial Relations. Oxford University Press.
18. Government of India (2020). Labour and Employment Report. Ministry of Labour and Employment.
19. World Bank (2021). Labor Market Policies and Industrial Disputes in Emerging Economies. Washington, D.C.